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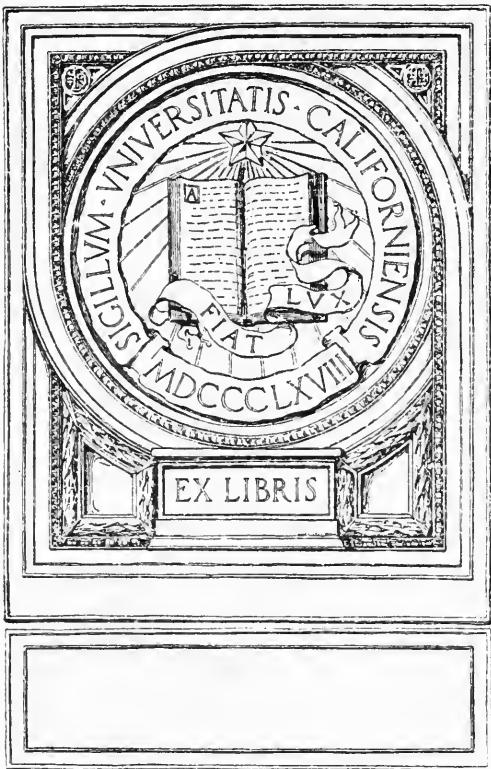


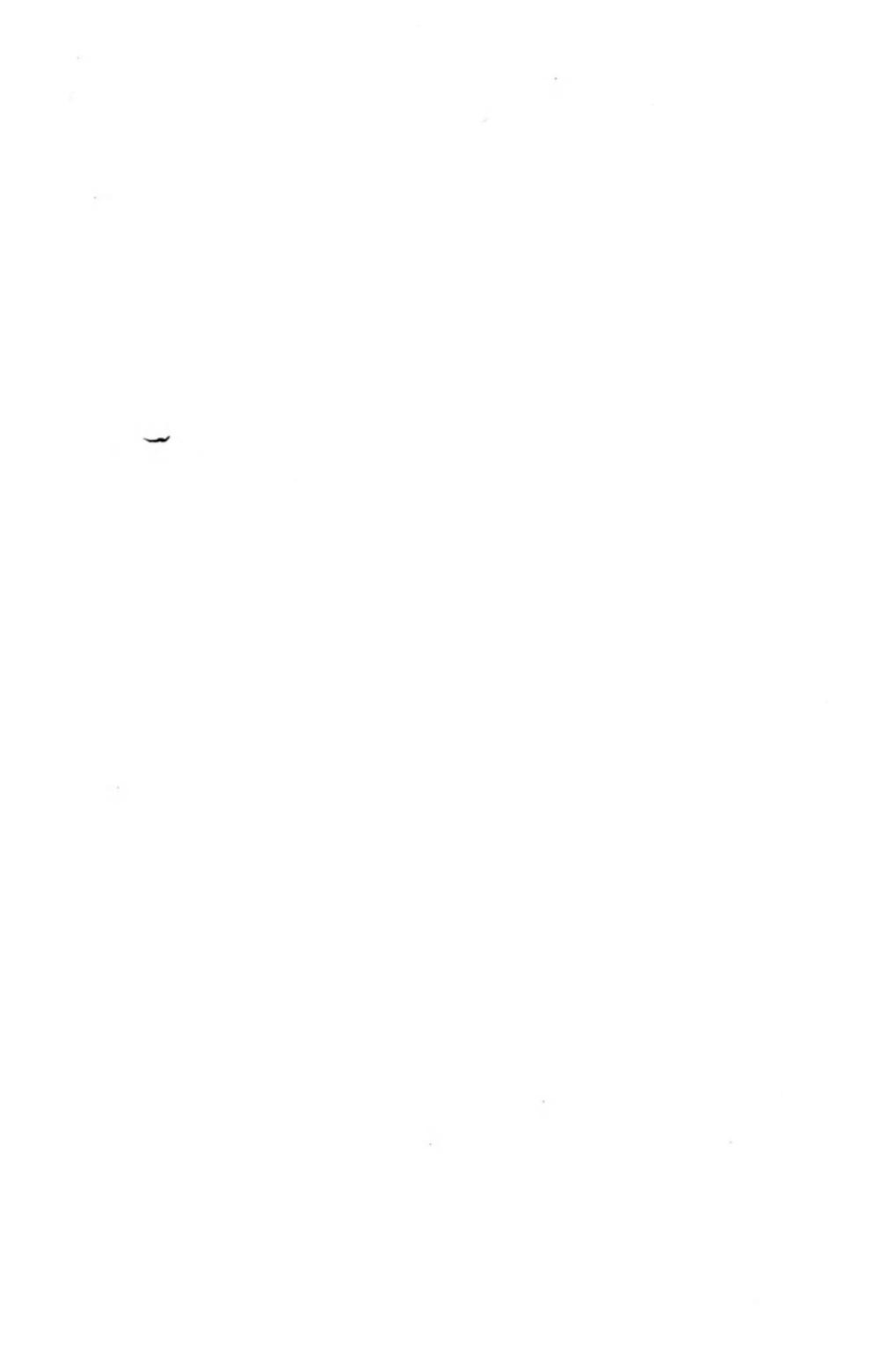
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A SELECT
BIBLIOGRAPHY
OF RECENT PUBLICATIONS ON THE
HELPFUL RELATIONS
of EMPLOYERS and EMPLOYED

WINTHROP TALBOT, M. D.







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A SELECT
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HELPFUL RELATIONS
of EMPLOYERS and EMPLOYED

COMPILED BY
WINTHROP TALBOT, M. D.
Editor of Human Engineering
CLEVELAND, OHIO
1912

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INTRODUCTION.

This bibliography has been compiled for those interested in the human problems of industry. It places in convenient form references to current publications dealing with whatever seems admirable in the harmonious relations of industrial concerns and their employees. It treats also of the larger problems arising from the industrial system which engage the attention of constructive thinkers everywhere. These include such problems as the prevention of accidents and occupational disease, compensation of injured workers, unemployment and the control of seasonal industries, assistance of the unemployed to find work, compulsory provision for sickness, infirmity and old age, and selection and training of the future wage earner.

As a nation we are beginning to appreciate that such problems are a part of industrial civilization, and that their solution is imperative. This selected bibliography will save time and effort to students of human engineering.

Government and official reports and the proceedings of national associations which have interested themselves in these questions are the most comprehensive and satisfactory references. Federal and State labor bulletins give current information regarding developments in the industrial field, including labor legislation and those judicial decisions which affect the administration of law. Annual reports of Commissioners of Labor usually summarize current and historical information in some one important subject, such as industrial insurance, housing, etc. Investigating committees appointed by legislative and other bodies examine the field and make recommendations for action; these reports are comprehensive and valuable.

Periodical literature is abundant and when carefully selected is of assistance in studying a new subject. It often makes up in interest what it lacks in comprehensiveness. Technical and trade journals are likely to print the practical experiences of individuals.

In selecting material, the general reader rather than the research student has been kept in mind. In many cases references are made to more comprehensive lists which will be of service to those who wish to go into the subject in greater detail. The annotations aim to give the general scope of the particular reference in question.

In view of the recent and rapid development of thought, experience and practice, it has seemed best, except in cases of especial historic interest not to use material published before nineteen hundred, and reference is seldom made to writings prior to 1908.

In this way it is hoped to avoid the inclusion of "dead wood" or matter which is of historical interest only as far as American employers

and legislators are concerned. For instance compensation legislation is in the making, and little of the literature available five years ago is pertinent to the present status of national thought and sentiment.

While we use for convenience the term industrial disease, as a matter of fact it is a misnomer. Industry does not give rise to disease but disease occurs as the result of badly planned mechanical processes or faulty conditions of sanitation. Such enormous changes in mechanical methods and processes have occurred within the last few years, especially through electrical power and lighting that writings upon industrial disease and work conditions published more than ten years ago are obsolete. For example as late as 1910 the government printed an accurate account of the process of making pressed tungsten filaments for electric lamps, a process causative of anaemia in women, but in 1911, before its publication even, the wire drawn filament had been substituted universally, rendering the account of no value except as a bit of historical record. Progress in every direction is made so fast today through co-operation, publicity and education that it is no small labor to strike out the unnecessary from our reading. It is readily admitted that this selected bibliography errs in including rather than in excluding material.

The classification has been a matter of difficulty for two reasons: first because many subjects are vitally inter-related and second, because many references treat briefly a number of different topics. Yet to enumerate each reference under every heading would be to swell the work out of all proportions. This is especially true of the references quoted under the heading "Industrial Service." In this case it has seemed best to attempt no subdivision, except for lunch-rooms.

The words "Industrial Service" are intended to cover those relations between employer and employed which are vaguely described as welfare work. As we are coming to regard these activities on the part of the employer as simply good business method and as regular departments are being created by well-managed concerns to develop this phase of human engineering, the term devised by the writer seems to place proper emphasis upon the true nature of the work.

Appreciative acknowledgment is hereby made to the many individuals who have aided the writer in compiling this bibliography. Painstaking work in the selection and preparation of material has been done by Miss Miriam Birdseye, Miss Violet A. Whittemore, and Mr. William Bigler. A portion of the expense of collecting data was borne by the management of the National Electric Lamp Association and by Mr. Harrington Emerson.

WINTHROP TALBOT,

GENERAL REFERENCES—HISTORICAL.

Chapman, Sidney J.—
Work and Wages.

New York, Longmans, Green & Co. Vol. 1, 1904; pp. 301. Vol. 2, 1908; pp. 494.

Vol. 2 contains important matter on principles and methods of industrial peace, unemployment, labor bureau, unemployment insurance, and workmen's insurance and pensions, in the principal industrial countries.

Jones, Lloyd—

Life, times and labours of Robert Owen.

New York, Chas. Scribner's Sons. 1895; 443 pp.

Robert Owen, 1771-1858, was the first of the great English manufacturers to see clearly that the mental, moral and physical well-being of employers meant increased efficiency, increased profits to employers, and increased stability for the State. These convictions he successfully demonstrated in his model factories.

Peters, John P., D. D.—

Labor and capital.

N. Y. & London, G. Putnam's 1902; 463 pp.

A discussion of the relations of employer and employed.

Shadwell, Arthur—

Industrial efficiency.

N. Y. Longman's, Green & Co., v. 2, 1906.

"A comparative study of industrial life in England, Germany and America." Vol. 2 contains original and suggestive chapters on factory conditions, wages, "benevolent institutions," profit sharing, etc.

Smith, Samuel George, Dr.—

The industrial conflict.

N. Y. & Chicago: F. H. Revell Co., 1907: 219 pp.

Discussion of the relation between employer and employed and the distribution of the surplus result of labor after interest, rent, superintendence and maintenance of workingmen have been provided. The Chapters on "Demands of Labor" and "Demands of Employers" are analyses of letters received from labor leaders and employers in reply to the question, "What does Labor—what do Employers want?" The chapter called "The Three Parties in Interest," employer, working man and public, is suggestive in showing that these classes are not fixed, but constantly changing. Whether one agrees or not that co-operative industry is the eventual solution, the book provides food for thought.

Taylor, R. Whately Cooke—

Introduction to a history of the factory system.

London: Richard Bentley & Son, 1866: p. 441.

A historical sketch that may aid the student of social and industrial problems to understand the factory system of today.

Modern factory system.

London: Paul & Co., 1891: pp. 476.

Sequel to the "Introduction; a history of the rise of the factory system in England, and its connection with the social problems of the times. Of interest to the student.

The factory system and the factory acts.

London, Methuen, 1894; 184 pp.

Concise review of the rise and development of the factory system in England, and of the legislation which it has called forth. Popular.

MANAGEMENT OF MEN.

Brandeis, Louis D.—

Scientific management and railroads.

N. Y.: Engineering Mag., 1911: pp. 92.

By eminent manufacturers and others. Some interesting testimony regarding effects of scientific management principles upon the spirit of employees, and the attitude of the labor unions. pp. 35-61.

Byington, Margaret F.—

Homestead, the household of a mill town.

N. Y. Charities Pub. Committee, 1910: pp. 298. Part of the Pittsburgh Survey.

Ch. XIII, "The Mill and the Household," is especially suggestive. Appendix XIII. contains a full account of the aims and work of the Homestead Carnegie Library, by the librarian, W. H. Stevens. This library conducts clubs, classes, etc. Reviewed in the Survey, Feb. 25, 1911, p. 884, by a resident of Pittsburgh.

Carpenter, Chas. U.—

Profit making in shop and factory management.

Engineering Mag., 1908: pp. 149.

Contains a good chapter, pp. 25-35, on gaining the interest and co-operation of employees in the introduction of improvements by means of the "Committee system"; also a discussion of the wage system.

Collins, James H.—

Seeing things through the employees' eyes.

The Circle, Sept. 1908: pp. 141-3.

A suggestive account of how a committee of workmen called upon to manage a work's dining room, began to "see the reason" for a good many things they hadn't approved of in the company's methods.

De Crow, E. C.—

How I handle suggestions.

N. Y. Factory, May 1911: pp. 305.

A follow-up system, applicable in any factory.

Duncan, John C.—

Principles of industrial management.

N. Y.: D. Appleton & Co., 1911: pp. 323.

Intended as a text book for students of accounting and of general business, contains brief and suggestive chapters on fire prevention, essentials of comfort, types of organizations, labor force, and payment and reward of workers.

Emerson, Harrington—

The twelve principles of efficiency.

N. Y. Engineering Mag., June 1910: Sept. 1911. Engineering Mag. Publ. Co., 1911.

Ideals; common-sense and judgment; competent counsel; discipline; the fair deal; records; reliable, immediate and accurate planning and dispatching written standard-practice instructions; efficiency rewards and their application. The chapters dealing chiefly with the relation between management and men are those on "discipline," "the fair deal," and "efficiency reward." These chapters are suggestive and helpful.

Fagan, James O.—

Labor and the railroads.

Boston: Houghton Mifflin, 1909: pp. 164.

Plain, unprejudiced talk on the relation of individual workers, organized labor, the railroad, and the public by an employer of many years standing, whose position has given him unusual opportunities for observation. Suggestive.

Gantt, H. L.—

Work, wages and profit; their influence on the cost of living.

N. Y. Engineering Mag., 1910: pp. 194.

Into this book are gathered a number of the author's earlier addresses and articles, written between 1904 and 1910. It summarizes his convictions, tested by long experience of the surest and fairest ways to develop the human factors of production.

Glover, Katherine—

One shop's step toward industrial democracy.

N. Y. Outlook, Mar. 6, 1909: pp. 598-604.

Popular description of H. F. J. Porter's reorganization of the working-force of a run-down factory plant.

Haldy, F. A.—

Some principles underlying a successful suggestion system.

Cleveland, Ohio: Human Engineering, April, 1911: pp. 86-87.

By one who has watched the system tried out.

Halsey, Fred A.—

How the foreman can promote shop efficiency.

Railroad Age Gazette, May 6, 1911: pp. 1140-43.

Three papers which won the highest mention in a prize competition. The first and third are particularly suggestive for their valuable "pointers" on dealing with men.

Other good papers in the issues of June 3, July 1, Aug. 5, Sept. 2, Oct. 7.

Porter, H. F. J.—

Industrial betterment.

N. Y. Cassier's Magazine, Aug. 1901: pp. 305-314.

Address at Harvard University before the Graduate School of Business Administration. General Administration: selection, education and stimulation of workmen; their health, housing, society and protection, with an argument for a system of management upon which the workers are in some degree represented, as the best means of securing not acquaintance but real co-operation.

The suggestion system.

N. Y.: Cassier's Magazine. Date?

Value of such a system to employers and employees, as a means of getting in touch with each other on points connected with the business. How it has worked where the author has installed it.

Labor efficiency betterment.

N. Y. Nat. Metal Trades Assoc., April 12, 13, 1911: pp. 21.

Considers the collection of an efficient body of employees and the means necessary to prevent their deterioration and to contribute to their further development. Among the latter, a study of the workman's value, discontent, and the attempt to turn it into intelligent and directed desire. The function of the suggestion box and the works committee in this connection. Responsibility of employer to the state whose own citizens he largely molds.

Scott, Walter Dill—

Increasing human efficiency in business.

N. Y.: MacMillan, 1911: pp. 250.

Applies the principles governing thought and emotion to every day business and manufacturing. Published in *System*, March 1911, and the following number, under title of "Psychology of Business."

Taylor, Frederic Winslow—

Principles of scientific management.

N. Y. Harper & Bros.; London, 1911: pp. 144.

Originally prepared to be read before the Amer. Soc'y of Mechanical Engineers. Deals largely with the improved relations between employee and employer possible under the new system. Classic, suggestive, and readable.

Shop management.

London: Harper Bros., 1911: pp. 205.

The handbook first published in 1903 after being read before the Amer. Soc'y of Mech. Engineers. The result of some twenty years general research work. Organization and some of the mechanisms by means of which Taylor's philosophy and principles can be made effective.

WAGE SYSTEMS.

Barth, Carl C.—

Premium System.

N. Y. National Metal Trades Assoc. Twelfth Annual Convention, 1910: pp: 82-90.

The Halsey and Rowan premium system, the Gantt bonus system and the Taylor differential piece rate analyzed and compared, with suggestions.

Carpenter, Charles U.—

Profit making in shop and factory management.

N. Y. Engineering Mag., 1908: pp. 146.

Discusses briefly the wage system as a means of stimulating the employee's interest in production.

Clausen, H. P.—

Speeding up production for establishing piece work rates.

N. Y. Engineering Mag., April 1911: pp. 63-8.

The author describes a plan which he has put in operation satisfactorily.

Diemer, Hugo—

Factory organization and administration.

N. Y.: McGraw, Hill Book Co., 1910.

Clear and concise; readable; the outgrowth of twenty years' experience as employer and consultant. Devotes 15 pages to the planning of factory buildings, 43 pages to discussions of labor and labor problems. Illustrated by forms. Free systems, fixing of piece rates, and principles underlying good management, and 32 pages of an excellent critical bibliography of Works Management, with a syllabus of suggestive collateral reading on factory economics in general. Specific, yet broad.

PIECE RATES.

Franklin, Ben A.—

Gang piece work.

N. Y. Engineering Mag., June 1911: pp. 457-6.

An effective method of securing results through stimulus to increased co-operation.

Quality piece work.

N. Y. Engineering Mag., May 1911: pp. 273-278.

A differential payment scheme which has secured results through better planning and less wastefulness on part of employees.

Going, Charles Baxter—

Principles of industrial engineering.

N. Y.: McGraw, Hill, 1911. pp. 174.

Outgrowth of a course of lectures. Good chapters on origin and reflex influences of the industrial system, premium wage system, philosophies of management, the various schools analyzed and compared. By the editor of the Engineering Magazine.

Taylor, Fred W.—

A piece rate system.

N. Y. Am. Society of Mech. Engineers. June 1895: pp. 856-903.

Mr. Taylor's first important paper on this subject. Included for historical interest.

BONUS AND PREMIUMS.

Blanchard, F. C.—

The premium system of payment of workmen.

N. Y.: Iron Age, May 6, 1909: pp. 1450-21.

Description of methods successfully applied to the more rapid and lighter manufacturing operations, both for individuals and for gangs.

Cardullo, F. E.—

The payment of wages.

Cleveland Iron Trade Review, Mar. 19, 1908: pp. 535-538.

A clear discussion of the three systems of payment, time, piece, and premium plans, with the suggestion of a modified premium system which provides a maximum daily wage that can never be exceeded no matter how great an error may have been made in fixing rates or time allowance. C. f., Emerson, H.

Chubb, J. W.—

The premium system in Great Britain.

N. Y. American Machinist Mag., June 22, 1905: pp. 828-832.

Careful discussion with a brief summary of the experience of a number of manufacturers who have been using the system.

Dickie, G. W.—

Better methods of compensation for workmen.

N. Y. Cassier's Mag., Jan., 1906: pp. 192-201.

Suggests that the superintendent estimate the labor cost of a job, pay wages at the usual day rate, and turn over to the employees concerned, the difference between the sum of the wages actually paid by the time the work is completed and his own estimate—thus giving the employees the undivided profit caused by extra effort on their part.

Diemer, Hugo—

A combined bonus and premium system.

N. Y. Engineering Mag., Aug., 1905: pp. 719-730.

A modification that has worked well in practice.

Emerson, Harrington—

The various plans for payment of wages.

Cleveland, Iron Trade Review, July 23, 1908: pp. 151-154.

Discussion of article by F. E. Cardullo in The Iron Trade Review, Mar. 19, 1908, answer by F. E. Cardullo, Aug. 20, 1908.

Fitch, John Andrews—

The steel workers.

N. Y. Charities Pub. Committee, 1910: pp. 380.

Ch. XIV, "Speeding up and the Bonus system," presents the working of bonus system and profit sharing as seen by one of the authors of the Pittsburgh Survey. Appendix includes text of profit sharing and bonus funds of the U. S. Steel Corporation, and of the accident relief and Carnegie pension funds.

Gantt, H. L.—

A practical application of scientific management.

N. Y. Engineering Mag., April, 1911: pp. 1-22.

A valuable correlation and amplification of the author's papers on "Task and Bonus," and "Graphical Daily Balance" read in 1901 and 1903 respectively before the Am. Soc'y of Mechani. Engineers.

Work, wages and profit.

N. Y. Engineering Mag., May, 1910: pp. 194.

In this work are gathered together a number of the author's earlier papers. Gantt is one of the foremost exponents of the bonus system.

Going, Charles Buxton—

Methods of the Santa Fe.

N. Y. Engineering Mag., 1911: pp. 124.

Halsey, F. A.—

Added rewards to workmen.

N. Y. Iron Age, Feb. 11, 1909: Vol. 83; pp. 470-1.

A new plan of the Lodge and Shipley Machine Tool Co., whereby foremen and non-productive labor share in premiums paid for larger production.

Halsey, F. A.—

The premium plan of payment for labor.

American Society of Mechanical Engineers Trans., 1890-91: pp. 755-64.

The first paper on the premium system, by the originator. Premium systems in use are built upon the principles here set forth.

The adjustment of wages to efficiency; the premium plan for paying for labor. Discussion of wage systems.

N. Y. MacMillan Co., 1896: pp. 129.

Jacobs, Henry Wm. (1874)—

Betterment briefs; a collection of published papers on organized industrial efficiency.

N. Y. J. Wiley & Sons, 1909.

Improvements in equipment and management in the Santa Fé Railroad during its reorganization along efficiency lines. Pp. 184-203 tell of the experience with efficiency records and bonus, pp. 233-262, hospitals, recreation facilities, pensions, etc. Profusely illustrated by charts, forms, and photographs.

Lord, C. B.—

The premium system of wage payment.

N. Y. American Machinist, July 29, 1909: pp. 200-3.

How the system is made to work in the Wagner Electric Co., of St. Louis. By the Superintendent.

Mac Lane, H. V.—

A double-rate premium plan.

N. Y. American Machinist, July 22, 1909: pp. 158-160.

An ingenious modification of the usual premium system by which workmen of a certain degree of efficiency are promoted to a greater pay per hour.

Porter, H. F. J.—

The premium plan at the engineering works.

N. Y. American Machinist, June 26, 1902: pp. 906-909.

Description with forms and summary of premium plan records for thirteen months; also time and wages cost of 100 complete machines under day's work and under the premium plan.

Rowan, James—

The premium plan at the works of David Rowan & Company, Glasgow, Scotland.

N. Y. American Machinist, Jan. 9, 1902: pp. 49-53.

Rowan's discussion of his famous modification of the Halsey premium plan. The Rowan system has found favor in England.

Sperry, T. A.—

Increasing production by the premium system.

N. Y. American Machinist, Feb. 4, 1909: pp. 174-177.

Summarized average premium required to reduce maximum effort in various types of manufacture.

PROFIT SHARING—PROSPERITY SHARING

Adams, Thos. Sewall, and Sumner, Helen L.—

Labor problems.

N. Y.: MacMillan Co., 1905: pp. 560.

Profit sharing, pp. 333-378. The best compact, descriptive and critical account available, elementary but inclusive.

Freeman, Albert T.—

Labor system of the John B. Stetson Co.

Phila.-Annals of the American Academy of Political & Social Science, Nov., 1903: pp. 445-450.

How the company is training, holding, and getting the co-operation of efficient employees. The scheme includes prize, bonus, building association, saving's fund, stock allotments, beneficial fund, pensions, etc.

George, W. L.—

Labour and housing at Port Sunlight.

London, Alston Rivers, Ltd., 1909: pp. 218.

Discussion of the disadvantage of profit-sharing, pp. 9-17. The Port Sunlight principle is called "Prosperity Sharing," the workers' share of the profit being set aside yearly in a lump sum to improve the community as a whole. Comprehensive description of the carrying out of this principle with suggestive comments and comparisons.

Giddings, F. H. & Johnson, A. S.—

Profit sharing.

N. Y. New International Encyclopedia, 1904: V. 16, pp. 433-434.

Excellent digest of the subject up to 1904 with concise analyses of the successful experiments at the Maison Leclaire, Bon Marché, Proctor and Gamble Co., N. O. Nelson & Co., and U. S. Steel Corporation. Estimate of the value of profit sharing. Bibliography.

Gilman, Nicholas Paine—

Profit sharing between employer and employee.

Boston & N. Y. Houghton Mifflin Co., 1900: pp. 460.

History of product and profit sharing with description of cases in Europe and America prior to 1889, summary and analyses; arguments for the system. Bibliography.

A dividend to labor.

Boston and N. Y. Houghton Mifflin Co., 1899: pp. 400.

The modern employer with an interesting sketch of Robert Owen, a great cotton manufacturer of the early nineteenth century. An account of welfare arrangements in Europe and America that give increased value to wages; direct dividend to labor; discussion of profit sharing.

Nelson, N. O.—

My business life.

N. Y. Worlds Work, Dec., 1909; Jan., 1910: pp. 12387-93; pp. 12504-11.

The introduction and making of a successful profit sharing scheme affecting both employees and employers in the firm of N. O. Nelson Man'f'g Co., of St. Louis.

Perkins, George W.—

Profit sharing, benefits, pensions.

Iron Age, N. Y., Dec. 2, 1909: pp. 1704-5.

International Harvester Co. address read at annual meeting of the National Civic Federation. Text of benefit system printed in appendix to "Work-accidents and the Law" by Crystal Eastman. See notice under Industrial Accidents.

Proctor, Wm. Cooper—

An experiment in profit sharing.

N. Y. Independent Mag., May 2, 1895.

Account of Proctor and Gamble's successful experience.

Schloss, David R.—

Methods of industrial remuneration.

London, Williams and Norgate, 1907; pp. 446.

Individual and collective. Discusses time-piece task, progressive wages, contract, and co-operative work. Contains a thoughtful analysis of profit sharing.

Spiller, Gustav—

A method of dealing with the labor problem.

Phila. International Journal of Ethics, April 6, 1906: pp. 358-367.

Zeiss Optical Works at Jena. Good bibliography of this establishment.

Taylor, Sedley—

Profit sharing between capital and labor.

London, Paul Trench & Co., 1884: pp. 176.

Of great interest. Discussions of historic profit sharing arrangements in England and on the Continent.

Towne, Henry R.—

The adjustment of wages to efficiency: gain-sharing.

N. Y. MacMillan Co., 1896.

A concise discussion of the gaining-sharing, contract work and piece work systems.

HOURS OF LABOR

Griffin, Appleton, P. C.—
Bibliography.

Library of Congress, Publications, 1908: pp. 24. See also list of Child Labor, 1906.

List of books relating to the eight hour working day and to limitations of working hours in general.

Beuland, Leo—

Hours, wages and production.

N. Y.: Chas. Scribner's Sons, 1894.

An argument for higher wages and shorter hours in Germany.

Eight hour movement.

New Jersey Bureau of Statistics, No. 28, 1905: pp. 141-63.

Fitch, John A.—

The steel workers.

N. Y.: Charities Pub. Committee, 1910: pp. 380.

The Pittsburgh Survey, shows the effect of the twelve hour day upon the worker's home and civic life, and argues that long hours increase the number of fatal accidents.

Judicial basis for legislative restriction of hours of labor of adult males.

New York labor bulletin, Mar., 1911: pp. 90-121.

Goldmark, Josephine—

Standard working hours.

Cleveland, Human Engineering, V. 1; No. 3: pp. 150-55.

Paper read at Conference of Charities and Corrections, Boston, June, 1911. Fatigue: the need for further research as to its nature and effects; of public opinion and of legislation regarding hours of labor; with especial attention to women's work.

Groat, George Graham—

Judicial views of the women's hours of labor.

Political Science Quarterly, Sept., 1910: pp. 420-34.

McVoy, Frank L.—

Social effects of the eight-hour day.

Amer. Journal of Sociology, Jan., 1903: pp. 521-30.

Shows the probable effect of the eight-hour day upon production, transportation, wages, profits, rates of interest, and the intelligence of the workers.

Webb, Sidney & Cox, Harold—

The eight hour day.

London, Lowell & Co., 1891: pp. 280.

Traces the eight hour movement in the industrial countries, especially in England, Australia, and the United States.

FATIGUE.

Brandeis, Louis D.—

Richie vs. Wayman.

Supreme Court of Illinois, 1909.

Brief and arguments for applicants. The famous brief which argued the constitutionality of the Illinois ten-hour law for women. Vitally interesting and probably the most concise, well-arranged and exhaustive handbook extant on the subjects treated. Brandeis substantiates each of his contentions by a mass of evidence culled from books, reports, testimony, etc., by scientists, government experts, manufacturers, etc., on both sides of the Atlantic. Excellent index and table of contents makes material readily available; incidentally, brief is a valuable bibliographical guide. Intended as an argument against overwork for women, applies in general equally to overwork for men. Suggestive topics are the new strain in manufacture; nature and effects of fatigue; physiological function of rest; effects of long hours on safety, morals, general welfare; benefit of leisure and recreation; effect of shorter hours on out-put; over time—its dangers to health, morals, out-put.

Muller vs. State of Oregon.

U. S. Supreme Court.

Brief by Louis D. Brandeis in restriction of hours of labor of adult women.

Goldmark, Josephine C.—

Fatigue and Efficiency: a study in industry.

New York: Russell Sage Foundation [publications], 1912. xvii, p. 302. ii. p. 591, including illus., charts, 24 nos.

Introduction by Frederic S. Lee, Ph. D.

Contains also the substance of four briefs in defence of women's labor laws, by Louis D. Brandeis and Josephine Goldmark.

Contents:

1. Fatigue. 2. Industrial efficiency. 3. Employment of women. 4. Hours of labor. 5. Industry.

An encyclopedic treatment of the literature of industrial fatigue and efficiency, collated from both American and foreign sources.

WORKMEN'S COMPENSATION.

EMPLOYERS' LIABILITY.

INDUSTRIAL INSURANCE.

BIBLIOGRAPHY.

Select List of References on Employers' Liability and Workmen's Compensation.

Library of Congress, Washington, 1911. pp. IX, 196.

This continues the bibliographies published in 1906 and 1908. The annotation is quite complete.

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General: United States; Great Britain; Germany; France; Belgium.

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Brief plea for vital statistics that will show relation of occupation to death and for state investigation and regulation of conditions of employment.

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Hygienic conditions in American employment.

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Brief review of findings of the Moseley commission sent from England to study conditions in the United States.

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Charities, Sept. 5, 1908.

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American medical association journal, Chicago, 1911, v. 56: 1018-1019.

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An unusual powder smoke fatality.

Colorado medicine, April 1911.

Account of death from effects of nitrous fumes of nine out of a bunch of thirteen men who inhaled the smoke of a single blast in the Gunnison Tunnel.

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Keays, Frederick L.—

Compressed-air illness, with a report of 3,692 cases.

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The sex problems in industrial hygiene.

American journal of public hygiene, Boston. June 1910, v. 20: 252-257.

Brief plea for legal regulation of the hours of labor of women to prevent excessive fatigue.

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Ventilation and public health.

Annals of the American academy of political and social science, March 1911, p. 207-219.

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Klink, Jane S.—

The health of women workers.

Academy of political science, New York, v. 2, no. 2: 35-40.

Based on experience as welfare manager of a Brooklyn laundry.

Kober, George Martin—

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U. S. Bureau of labor, Bulletin no. 75, March 1908, p. 472-591.

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New York medical journal, 1911, v. 93: 1134-1137.

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Report of Illinois commission on occupational diseases, Jan. 1911, p. 155.

Brief report on investigations in Illinois.

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Comparative analysis of existing laws.

American labor legislation review, June 1911, v. 1, no. 2: 1-101.

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Editorial Amer. Med. Journal, Jan. 27, 1912: pp. 413.

Lead. Hearings before the Committee on interstate and foreign commerce of the House of representatives, on H. R. 21901. Manufacture, sale, etc., of adulterated or mislabeled white lead and mixed paint.

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Contains testimony on lead poisoning. See index.

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In Tuberculosis in Massachusetts, ed. by Edwin A. Locke, p. 28-36. Illustrated. Brief statement of conditions in men's clothing industry in Boston.

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Boston medical and surgical journal, May 23, 1912, v. 166: 779-783. Also reprint.

Based on experience as state inspector of health in Massachusetts.

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The diseases of occupations.

In Stedman, Twentieth century practice. New York, 1895. v. 3: 309-496.

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In Modern treatment, ed. by H. A. Hare, 1910-1911, v. 2: 583-619.

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Lovejoy, O. R.—

Age problems in industrial hygiene.

American journal of public hygiene, Boston, June 1910, v. 20: 233-238.

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Cause, treatment and prevention of the "bends" as observed in caissons sickness.

Association of engineering societies journal, Boston, 1907, v. 39: 283-302.

An excellent, comprehensive article by a former associate of Leonard Hill in experimental work.

McNeill, George E.—

Dangerous trades and occupations.

Insurance press, N. Y., July 26, 1905, p. 2-4.

Industrial diseases from the insurance point of view (9 columns).

Manning, Caroline—

Violations of health laws in women-employing industries.

In Labor laws and their enforcement, with special reference to Massachusetts.

Susan M. Kingsbury, ed. Boston, 1911. p. 152-155.

Brief account of personal investigations in 29 factories, stores and restaurants.

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U. S. Bureau of labor, Bulletin no. 75: 497-508.

Mainly description of methods in use for the prevention of lead poisoning.

Marriott, W. McKim—

The air they breathe in New York factories.

Charities and the commons, Nov. 10, 1906, v. 17: 274-276.

Results of an examination of air in a number of factories in New York City. Table and chart.

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[Caisson disease.]

Long Island medical journal, April, 1907, v. 1: 183-184.

Based on experience among workmen in the Pennsylvania railroad tunnel. Discussion of Dr. Gallivan's paper (q. v.).

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Transactions of the Sixth international congress on tuberculosis. Washington, 1908. v. 3: 179-183.

Brief discussion of dusty occupations and legislation providing for ventilation.

Mayo, Earl—

Work that kills.

Outlook, Sept. 23, 1911, v. 99: 203-213. Illustrated.

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Memorial on occupational diseases. Prepared by a committee of experts appointed by the American association for labor legislation, and presented to the President of the United States.

American labor legislation review, Jan. 1911, v. 1, no. 1: 125-143. Also reprint.

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Mercury. Physiological effects of the mercury arc: its influence upon the eye.

Scientific American supplement, Oct. 7, 1911, v. 72: 235-236.

Brief general article on artificial light, with only incidental reference to working people.

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Oration, University of Wisconsin, n. p. 1911. 5 p.

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Pulmonary tuberculosis among printers.

Transactions of the Sixth international congress on tuberculosis. Washington, 1908. v. 3: 209-216.

Results of thorough physical examinations of 200 printers in New York City, with description of working conditions.

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Occupation neuroses; affections of the neuro-muscular apparatus due to special occupations.

In Loomis and Thompson, A system of practical medicine. v. 4: 597-610. New York, 1898.

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Mental overwork and premature disease among public and professional men.

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Medical examiner and general practitioner, N. Y., Aug. 1908, v. 19: 254-256.

As affecting insurance risks.

Nicholl, R. H., Flinn, T. E., Hayhurst, E. R.—

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Report of Illinois commission on occupational diseases, Jan. 1911, p. 84-88.

Results of investigations of 62 men in Chicago.

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Dangers of the potters' trade from the life insurance standpoint.

Medical examiner and practitioner, New York, 1906, v. 16: 242-246.

Description of various branches of the work and their special dangers, with particular reference to the Trenton, N. J., potteries.

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U. S. Bureau of labor, Bulletin 96. Sanitary conditions in canneries, p. 359-362, 368, 401-403.

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V. VII, Report on vital statistics, Part II, table 18, p. 1130. Washington, 1896.

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Manhood tribute to the modern machine: influence determining the length of the trade life among machinists.

Annals of the American academy of political and social science, May 1906, v. 27, no. 3: 29-33.

Brief argument to show that high-speed machinery has shortened the life of the operator.

Occupation mortalities, with an abstract of discussion thereon.

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Dangerous trades; the historical, social, and legal aspects of industrial occupations as affecting health; by a number of experts.

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A monumental work; valuable as a reference book, for employers, factory inspectors and physicians and law-makers. Interesting and non-technical.

Diseases of occupation from the legislative, social and medical point of view.

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U. S. Bureau of labor, Bulletin no. 95, July 1911, p. 1-188.

Thorough treatise by the chief English authority on the subject, based on English and European data.

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Women workers in Milwaukee tanneries.

Wisconsin Bureau of labor and industrial statistics, thirteenth biennial report, 1909, p. 1029-1172. "Health," p. 1060-1063.

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Overlock, Melvin George—

The working people; their health and how to protect it.

Worcester, Mass., The Blanchard press, 1910. 293 p.

Brief, popular discussion of the prevention of disease in certain occupations (p.89-96); hours and fatigue (p. 106-109); and the health of factory employees (p. 166-169).

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American labor legislation review, June 1912, v. 2, no. 2: 329-338.

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Railway surgical journal, Chicago, March 1908, v. 14: 254-263.

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London-Scott Greenwood & Son, 8 Broadway, Ludgate Hill; D. Van Nostrand & Co., New York, 1900.

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Women's work in rubber factories. The work of women and children in cordage and twine factories. Plate.

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Pressing out "the bends" (caisson disease).

Harper's weekly, Feb. 17, 1912, v. 56: 12.

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Peirce, Paul S.—

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North American review, Oct. 1911, v. 194: 529-540.

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American journal of medical sciences, Philadelphia, 1907, v. 133: 679-685.

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Medical brief, St. Louis, 1907, v. 35: 414-419.

Description of the disease, with special reference to its occupational origin, by a physician of Birmingham, England.

Phosphorus matches (white). Hearings before the Committee on ways and means of the House of Representatives, 61st Congress, 3rd session, on H. R. 26540 and H. R. 29469, December 16, 1910. Washington, Govt. Print. Off., 1910. 39 p. On bill (H. R. 29469) "A bill to provide for a tax upon white phosphorus matches, and for other purposes."

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New Jersey bureau of statistics of labor and industries, twenty-eighth annual report, Trenton, 1905, p. 177-197.

Description of processes and statistics.

Pratt, Edward Ewing—

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First report of New York factory investigating commission. 1912. Appendix vi, p. 365-569.

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Editorial, Am. Med. Journal, Dec. 1911: pp. 1841-1842.

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In Reference handbook of the medical sciences, ed. by Albert H. Buck, 1904, v. 6: 316-333.

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Effects of confined air upon the health of workers.

American labor legislation review, June 1912, v. 2, no. 2: 312-315.

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Transactions of Sixth international congress on tuberculosis. 1908. v. 4, pt. 1: 307-310.

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Academy of political science, New York, v. 2, no. 2: 32-34.

Brief discussion based on experience as special investigator for Joint Board of Sanitary Control and New York State Factory Investigating Commission. Not as complete as article in Labor Legislation Review (q. v.).

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Ravenel, M. P.—

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In Osler's Modern medicine, 1907, v. 3: 42-51.

Complete technical discussion, with statistics of occupations of persons affected with the disease.

Reporting of industrial diseases. New York State Department of Labor. Albany, 1912, 25 p.

Pamphlet for physicians containing the law, a statement of its purpose, and information in regard to the diseases to be reported and their symptoms.

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Fifteen cases of anthrax treated in the Philadelphia municipal hospital.

Therapeutic gazette, etc., Detroit, 1908, 3 s. v. 24: 6-17. Also Pennsylvania medical journal, Athens, 1907-8, v. 11: 937-949. Illustrated.

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Compressed-air illness in caisson work.

American labor legislation review, June 1912, v. 2, no. 2: 350-355.

Compressed-air disease from a clinical aspect.

New York medical journal, July 31, 1909, v. 90: 193-198. Also reprint.

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Journal of cutaneous diseases, 1910, v. 28: 67-89. Illustrated.

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American labor legislation review, New York, Jan. 1911, v. 1: 27-33. Bulletin of the American economic association, 4th series, no. 2: 265-271.

General results of study of 7000 garment workers in St. Louis dispensary during ten years.

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Annals of surgery, 1905, v. 42: 286-296.

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American labor legislation review, June 1912, v. 2, no. 2: 235-241.

Sewall, Hannah R.—

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U. S. Bureau of labor, Bulletin 52. "Conditions affecting children," p. 506-516; "Health of working children," p. 528-532.

Sanitary and other conditions in factories, and facts obtained by questioning the children and their parents.

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N. Y. Survey, Feb. 18, 1911: pp. 847-49.

How Worcester, Mass., manufacturers have combined to stamp out tuberculosis.

Shambaugh, Geo. E., Boot, G. W.—

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Report of Illinois commission on occupational diseases, Jan. 1911, p. 150-155.

Discussion of occupations which may lead to deafness and of boilermaker's deafness, based mainly on European sources.

Shoe factory operatives. Diseases and disease tendencies of occupations.

New Jersey bureau of statistics of labor and industries, twenty-fifth annual report, 1903, p. 371-375.

General description and sickness statistics of seven factories employing 1,000 hands.

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Report on condition of woman and child wage-earners in the United States, 61st Cong., 2d sess., Senate doc. 645, v. 4. Prepared under the direction of Chas. P. Neill, commissioner of labor. "Light and ventilation," p. 179-181.

General results of official investigation in New Jersey and Pennsylvania.

Snow, Walter B.—**Dust removal in a brass foundry.**

Heating and ventilating magazine, N. Y., Oct. 1907, v. 4: 30-35. Illustrated. Scientific, practical.

Sommerfeld, Th., Oliver, Thomas, Putzeys, Felix—**List of industrial poisons. Prepared for the International association for labor legislation.**

U. S. Bureau of labor, Bulletin no. 86, Jan. 1910, p. 147-169.

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U. S. Bureau of labor, Bulletin no. 100, May 1912, p. 733-759.

This is a revision of the list in Bulletin 86, with an outline of the work along this line of the International Association for Labor Legislation and an outline by Dr. Fisher of measures for the protection of workers against danger of poison.

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"Health of New York subway employees," p. 195-229.

N. Y. Wiley and sons, 1909, 244 p. Health of employees in European subways, p. 77, 98. "Health of New York subway employees," p. 195-229. Also Technology quarterly Boston, 1907, v. 20: 218-245.

Results of original investigation into the effects of metallic dust on health of employees. Practically identical with report made in 1907 to the Board of Rapid Transit Commissioners of the City of New York.

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Spratling, W. P.—**Report of fifty-seven cases of insanity occurring in six years among silk-mill employees in a manufacturing city in New Jersey.**

New York medical journal, 1894, v. 59: 614-616.

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Mortality statistics for England and the United States, and descriptions of health conditions.

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The printer's health.

Typographical journal, 1903, v. 23, no. 5, p. 425-429; no. 6, p. 527-532. Reprinted, condensed, in Commons, Trade unionism and labor problems, p. 435-454.

Based on mortality statistics of the International Typographical Union and of local union no. 6 (New York City), with descriptions of unhealthful conditions.

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The Chicago industrial exhibit.

Charities and the commons, N. Y., 1907, v. 18: 38-45. Illustrations.

Popular account, with reference to sanitary conditions in factories.

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Everybody's magazine, April 1912, v. 26: 490-498.

Popular article on phosphorus poisoning.

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Pneumatic caissons.

Scientific American supplement, Oct. 17, 1908, v. 66: 244-247.

Mainly technical description of caissons, but contains also brief account of caisson disease.

Thompson, W. Gilman—

Classification of occupational diseases.

American labor legislation review, June 1912, v. 2, no. 2: 185-191.

Occupational diseases of modern life.

Journal of the Maine state medical association, March 1912. Also pamphlet.

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Journal of industrial and engineering chemistry, June 1912, v. 4: 454-457.

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Résumé of the importance of prevalence of the occupational diseases.

Medical record, N. Y., Feb. 3, 1912, v. 81: 201-202.

Introductory outline of the subject.

Reporting of occupational diseases by physicians.

Academy of political science, New York, v. 2, no. 2: 24-31.

Practical article with sample schedules and history cards.

Trask, John W.—

A digest of the laws and regulations of the various states relating to the reporting of cases of sickness. U. S. Public health and marine-hospital service.

Public health bulletin no. 45. Washington, Govt. print. off., 1911. 191 p.

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Tuberculosis. American federation of labor. Movement inaugurated and plan adopted by the American federation of labor to war on consumption.

2d ed., 1909. Washington, American federation of labor, 1909.

Influence of occupation in tuberculosis.

Thirty-seventh annual report of the Michigan State board of health, Lansing, 1909, p. 98-100.

Statistics of occupations of 19,642 tuberculous persons in Michigan, 1895-1908, and mortality statistics of various occupations.

Tuberculosis in the industries of Massachusetts.

Massachusetts Labor bulletin, July 1909, v. 14: 81-104. Whole no. 65.

Brief descriptions of various industries which produce tuberculosis, and methods of relief and prevention in use.

Relation of occupation to tuberculosis.

Monthly bulletin of the New York State department of health, Sept. 1908, n. s. v. 3, no. 9: 238-239.

Occupation statistics of patients at the Henry Phipps Institute, Philadelphia.

United States Bureau of labor. Bulletins 44 (see Doebring), 52 (see Sewall), 75 (see Kober), 79 (see Hoffman), 82 (see Hoffman), 86 (see Andrews, Sommerfeld, and International association for labor legislation), 92 (see International association for labor legislation), 95 (see Oliver, Hamilton, Andrews, and Laws), 96 (see Hanson and Obenauer), 100 (see Laws and Sommerfeld), 85, 91 and 97 (see Laws).

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Charities, N. Y., 1906-7, v. 17: 13-21.

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Transactions of the Luzerne county medical society, Wilkesbarre, 1905, v. 13: 100-116. Discussion, p. 116-17.

On hookworm disease and the relation between pulmonary tuberculosis and anthracosisis, with occupation mortality statistics.

Wald, Lillian D.—

The doctor and the nurse in industrial establishments.

Academy of political science, New York, v. 2, no. 2: 41-47.

Results of experience of various establishments.

Warthin, A. S.—

A preliminary report on some occupational diseases occurring in Michigan.

Public health, published quarterly by the State department of health, Michigan, Jan.-March, 1912, v. 7, no. 1, p. 67-77.

On miner's cramp, compressed-air disease, miner's nystagmus, etc., with cases.

Washburn, E.—

Practical studies in occupational hygiene.

Monthly bulletin, State board of health, Massachusetts. Boston, 1911, v. 6: 74-77.

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Occupational diseases.

Kentucky medical journal, Feb. 15, 1911, v. 9: 171-175. Discussion, 175-177.

Brief, concrete treatment of a large number of different diseases.

Wheatley, F. G.—

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Medical communications, Massachusetts medical society, Boston, 1907, v. 20: 501-506. Discussion, p. 506-509.

With special reference to Massachusetts and to the campaign against tuberculosis.

Wilbur, Cressy L.—

Notification of occupational diseases.

American labor legislation review, June 1912, v. 2, no. 2: 339-345.

Better statistics of industrial mortality for the United States.

Publications of the American statistical association, June 1909, 1. 11: 505-509.

Plea for more definite statements of occupations on death certificates.

Wile, Ira S.—

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Medical news, N. Y., 1904, v. 85: 1065-1068.

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Wilson, G. B.—

Air-conditioning: being a short treatise on the humidification, ventilation, cooling, and the hygiene of textile factories, especially with relation to those in the U. S. A.

New York, 1908. 138 p.

An effort to show how methods used abroad can be applied to American conditions. Mainly technical, dealing incidentally with hygiene.

Winslow, Charles Edward Amory—

The cash value of factory ventilation.

Transactions of the Sixth international congress on tuberculosis, Washington, 1908. v. 3: 184-189.

Discussion, tables and chart showing decrease in absences from work among telephone and telegraph operators when workroom was ventilated.

Factory sanitation and efficiency.

In Technology and industrial efficiency, a series of papers presented at the Congress of technology. Boston, 1911. McGraw-Hill book company, N. Y., 1911, p. 442-448. Also abstract in Journal of industrial and engineering chemistry, Easton, Pa., 1911, v. 3: 508-511.

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Industrial hygiene. Boston, 1911. 40 p.

Health-education series, no. 24.

Occupational disease and economic waste.

Atlantic monthly, May 1909, v. 103: 679-684.

General argument for investigation, legislation, factory inspection, etc.

Sanitary dangers of certain occupations.

Journal of Massachusetts association of boards of health, May 1904, v. 14: 92-106. Also reprint.

Temperature and humidity in factories.

American labor legislation review, June 1912, v. 2, no. 2: 297-304.

Ventilation, air space, humidity and temperature; topical criticism of existing laws.

American labor legislation review, June 1911, v. 1, no. 2: 110-112.

Urging investigations to establish standards.

Wood, H. B.—

The influence of factory inspectors upon public health.

Pennsylvania medical journal, Athens, 1909-10, v. 13: 17-23. Also Virginia medical semi-monthly, Richmond, 1909-10, v. 14: 313-317.

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Washington: Sanitary Improvement Co., 1907; pp. 64.

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A. R. Germany. Phila. Amer. Academy of Political and Social Science, Nov. 1892; pp. 330-362.

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London: T. Fisher Unwin, 1905; pp. 480.

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Part 2 discusses at length industrial housing and model villages. Numerous illustrations from photographs; good index.

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London: T. Fisher Unwin, Oct. 1909; 2nd Ed. 1910; pp. 194.

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London: The National Housing Reform Council, 1903; pp. 306. 2nd Ed.

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Arena, Nov. 1905; pp. 447-458.

Illustrated description of the village established by Mr. Cadbury of the famous Cocoa-works near Birmingham, England.

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Cement Age, Dec. 1910; pp. 315-25.

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Andrew H. Kellogg Co., 1904; pp. 205.

An issue in book form, of the conference held March 16, 1904, under the auspices of the Welfare Department of the National Civic Federation. Twenty-three addresses, by workers in various concerns. Numerous excellent illustrations. Valuable. Here we may find the practical working of almost every feature of betterment systems discussed from first hand knowledge.

National Civic Federation—

Welfare workers' Fourth Conference.

N. Y.: Natl. Civic Fed. proceedings, 1911.

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Report of the Public Policy Committee.

Cleveland: Human Engineering, 1911: V. 1, No. 3, pp. 177-183.

Rejecting work pension as liable to misinterpretation, committee recommends adopting a comprehensive system of mutuality to apply to every member of the organization, under following heads: accident insurance; sickness; insurance and death benefits; service committees; profit-sharing; employees' savings and investment funds; life insurance.

Beeks, Gertrude—

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N. Y.: Nat. Civic Fed. Review, Aug. 1904; pp. 5-6.

Underlying theory; conditions of success and failure. Practical and suggestive.

The new profession.

N. Y.: Nat. Civic Fed. Review, Feb. 1, 1905; pp. 12-16.

Five pioneer welfare workers describe the forms it takes under their direction:

Colorado Dem. & Fuel Co.

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Welfare work.

N. Y.: Nat. Civic Fed., 1906; pp. 30.

An address before the National Association of Wool Manufacturers. Enumerates the main divisions of welfare work, discusses the pressing needs of employees, and insists on the necessity of a welfare director. Excellent illustrations.

Welfare work and child labor in southern cotton mills.

N. Y.: Nat. Civic Fed. Review, July-Aug. 1906; pp. 14-21.

Interesting and suggestive summary of an investigation covering working conditions, operatives' homes, education, recreation hours, and child labor in fourteen cotton mill towns of Georgia, Alabama, and South Carolina.

Brittin, Mrs. Emma S.—

Two years of successful welfare work in a factory employing one thousand people.

Cleveland: Human Engineering, April, 1911: pp. 80-86.

Building up the service department in the factory of Joseph & Feiss Co., Cleveland. A valuable analysis of functions and methods.

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Report of the Industrial Committee on Welfare Work.

Cleveland, O., 1908: pp. 15.

Brief outline of improvements undertaken by various concerns in Cleveland, well illustrated. Of special interest, reference to abatement of lead poisoning through daily use of shower baths.

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Jan. 8, 1910; pp. 49-85.

Interesting accounts of work for employees undertaken by representative retail stores; illustrated. Filene, Boston; Wanamaker, Gimbel, Strawbridge and Clothier, Philadelphia; Marshall Field's, Chicago; various English firms; Bon Marché, Paris, etc.

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Labor system of the John B. Stetson Co.

Philadelphia: Annals of the American Academy of Political and Social Science. Nov., 1903: pp. 445-450.

How the company is training, holding, and getting the co-operation of efficient employees. The scheme includes prizes, bonus, building association, savings fund, stock allotment, beneficial funds, pensions, etc.

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Labour and housing at Port Sunlight.

London: Alton Rivers, Ltd., 1909; pp. 218.

Valuable for its comments and comparisons and for its complete description of every phase of the prosperity sharing in Mr. Lever's model factory community and works just outside of Liverpool, England. Practically a handbook on model conditions. Illustrated by photographs and plans, treats of hygiene, and safety in factory; personal accidents, inquiries, committee; suggestion systems; pensions; benefit association; wages; lunch rooms, rest rooms, town and house-planning; rents, tenancy regulations; garden allotments; upkeep; financial basis; public village institutions; private institutions supported by employees, co-operative store, athletic clubs, etc. Schools; social secretary; results of scheme as shown in relations of employees toward firm, and town work, improved physique and habit, etc., founders' opinion of value of scheme; ultimate future, etc., etc. Excellent index.

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N. Y.: Wiley & Sons, 1909.

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Lewis, Lawrence—

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N. Y.: American Review of Reviews, Oct., 1908: pp. 449-463.

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U. S. Dept. of Labor Bulletin, No. 31, Nov., 1900: pp. 1117-56.

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The factory as an element in the improvement of society.

Chautauqua Magazine, June, 1906: pp. 473-78.

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Preliminary directory of firms who have established methods of industrial betterment.

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St. Louis Exponent, May, July, Aug., 1906.

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Albany, N. Y.: Dept. of Labor, 1904: pp. 30.

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Social spirit in flat and factory.

N. Y.: Survey, Sept. 10, 1910: pp. 827-8.

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Conditions under which 4000 employees work and live in Bournville, England.

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N. Y.: McGraw Publ. Co., 1909: pp. 384.

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N. Y.: Charities Publ. Comm., Jan. 3, 1903: pp. 24-28.

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Washington, D. C.: Bulletin Dept. of Labor, 1896.

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May, pp. 335-359, Coal Mining Co. of Blazy.

July, pp. 479-517, Krupp Steel Works, Essen.

Sept., pp. 567-609, Familistière soc'y of Guise.

Nov., pp. 693-720, other industrial villages.

Analysis and descriptive study of mutuality, institutions, pensions, housing, mutual aid, hospital service, co-operative distribution schools, etc.

Williams—

Twenty years of co-partnership at Guise, translated from the French of Mme. Dallet, M. Fabro, and M. and Mme. Prudhommeaux.

Letchworth, Herts, Garden City, Pres., Ltd., 1908: pp. 89.

The united dwelling for workers, the famous "familistière," with its co-operative store, its schools, baths, and grounds, terms of co-partnership; insurance funds, etc., prefaced by a brief life of the founder, M. Godien.

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Feiker, F. M.—

A modern factory restaurant.

N. Y.: Cassiers, June, 1906; pp. 157.

Photographs and description of the restaurant building of the General Electric Co., at Schenectady.

Ford, Frances Green—

Hot lunches for employees.

N. Y.: Social Service, Nov., 1903: pp. 75-78.

Friedman, Ernestine—

The lunch room in a manufacturing establishment.

N. Y.: Association Monthly, Y. W. C. A., Nov., pp. 461-564; Dec., pp. 510-514.

The lunchroom in Colgate & Co.'s factory run by the factory branch of the Y. W. C. A., and managed by a committee of the members. The articles are valuable because they give plans of equipment, methods of running, and prices of food, and show what a factor such an institution can be made in the social life of the establishment.

Lattimore, Alida—

Quick lunches for efficiency and health.

N. Y. Survey, Mar. 19, 1911: pp. 1012-14.

Rochester manufacturers' experience with factory lunch rooms.

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Wisconsin—

Report of Committee on Industrial Education.

Madison, Wis., 1911: p.

One of the most constructive state reports. Analyses economic and industrial conditions in Germany and the elements which have contributed to the success of German industrial education; does the same for Wisconsin, and shows how certain German methods can be successfully modified or adapted.

American Federation of Labor—

Committee on Industrial Education. Report.

Wash., D. C., 1910: pp. 69.

Surveys industrial education as it exists in Europe and in various states of the Union, describing briefly various types of schools and apprenticeship systems, also state legislation and the attitude of employers and of organized labor. This latter gives it its unique value.

NATIONAL METAL TRADES ASSOCIATION

Committee on Industrial Education. Report.

N. Y., April, 1911: pp. 21-30.

National Metal Trades Ass'n, Proceedings of 13th Annual Convention.

Largely composed of letters in answer to a questionnaire sent out by the committee to the members of the Association. These letters show that of the members whose employees had had opportunities for industrial training of any kind practically all were keenly alive to its value. Valuable discussion, pp. 30-34, by F. J. Geier, Chairman of the committee, and others.

National Sec'y for the Promotion of Industrial Education—

Bulletin 13, part 3.

Part Time and Evening Schools, "The Fitchburg Plan," by W. B. Hunter, Director Industrial Dept., Fitchburg High School; "The Beverly Plan," by Adelbert L. Safford, Supt. of Schools, Chelsea, Mass.; "Industrial Schools in Cincinnati," by Frank B. Dyer, Supt. of Schools, Cincinnati; "Massachusetts independent evening schools," C. A. Prosser, Deputy Comm'r of Ed. State of

TRADE SCHOOL AND VOCATIONAL TRAINING.

Davenport, E.—

Education for efficiency.

Boston: Hearth & Co., 1909: pp. 184.

Training for life's work and development of joy in one's occupation, which education should give. With special reference to agricultural education.

The Movement for Industrial Education.

N. Y.: Charities and the Commons (now Survey), Oct. 5, 1907.

An entire issue devoted to this topic, considering it from all points of view. Articles by pioneers in the field who have since become famous in connection with its development. Good introduction to reading in the subject.

Dean, Arthur D.—

The Worker and the State.

N. Y. Century Co., 1911: pp. 345.

A study of education for industrial workers. Although written from the standpoint of the educator, the book is the outgrowth of much observation of conditions in various trades, and consultation with industrialists and labor leaders. It is simple, non technical, and suggestive, alive to educator, employer, and the worker who must consider the training of his children to meet life's needs. Some of the topics treated are: educational significance of modern industry, education for wasted years, trade schools at sixteen, trade schools and trade unions, schools in the factory, etc., ending with a "declaration of principles for advance." Excellent bibliography of industrial education, classified under its various aspects.

Hanus, Paul H.—

Beginnings in industrial education.

Boston, N. Y., Houghton Mifflin, 1908: pp. 199.

Largely a collection of papers and addresses on the need for, and the nature of, industrial education, with an interesting sketch of the Munich continuation schools, and of industrial education under state auspices in Massachusetts.

Kerschensteiner, George Dr.—

Three lectures on vocational training.

Chicago Commercial Club, 1911: pp. 52.

Addresses delivered in America by the Director of Education in Munich, under the auspices of the Society for the Promotion of Industrial Education. 1, Fundamental Principles of Continuation Schools; 2, The Continuation Schools of Munich; 3, Technical Day Trades Schools in Germany.

Dr. Kerschensteiner shows in simple language how industrial education in Germany attempts to make not only self supporting men and women, and efficient workers, but intelligent and loyal citizens bred with the joy of life through the mastery of their vocation.

Krentz, Pointers, P.—

Trade Schools in Public School System.

N. Y. Am. Machinist, Jan. 13, 1910: pp. 64-69.

An argument, by the chairman of the committee on industrial education of the American Foundrymen's Association, for the co-operation of schools and shops in training for a trade.

Industrial education.

Phil. Annals Amer. Academy of Social & Political Science, Jan. 1909: pp. 223.

Valuable, twenty-three articles on industrial training in its relation to national progress; vocational and trade teaching in the public schools; industrial training of women; descriptions of various trade and industrial schools, apprenticeship systems and schools maintained by private corporations; position of labor unions in regard to industrial education, and other topics, discussed by authorities of national reputation.

The Social Meaning of Industrial Education.

National Soc'y for Promotion of Industrial Education.

Bulletin 13, part IV, N. Y., July 1911: pp. 68.

"The Economic Legislation of Industrial Education," by T. W. Carver, Prof. of Economics, Harvard; "Industrial Education and the Community," by Elizabeth B. Butler, Bureau of Social Research, N. Y. City; "Schools and Shops from an Employer's Point of View," by Howell Cheney, So. Manchester, Conn.; "Labor Demands on Industrial Education," by Chas. H. Winslow, Representative Am. Federation of Labor, Washington, D. C., Addresses at Banquet.

Seath, John—

Education for industrial purposes.

Forms, L. K. Cameron; 1911: pp. 390.

A report prepared by the Superintendent of Education for Ontario. A description of technical and industrial education as it exists in England, Scotland, France, Switzerland, Germany, United States, and Ontario. The discussion of the status of industrial education in the United States is particularly full, and accounts are given of many well-known trade, industrial, and technical schools. Industrial education is discussed in the light of the present resources and future needs of Ontario in that direction, and recommendations are submitted. Appendices contain letters from public bodies, employers, and educators in answer to circulars sent out during the course of the investigation, also the provisions of the schools-act for manual, agricultural and technical education, the regulations governing the distribution of grants for the same, and the qualifications of teachers.

Wanamaker, John—

The John Wanamaker's Commercial Institute: a store school.

Phil.: Am. Academy of Political and Social Science, Jan. 1909: pp. 151-154.

Woolman, Mary Schenck—

The making of a Trade School.

Boston: Whitecomb & Barrows, 1910: pp. 101.

Organization and work, representative problems, equipment and support, outlines, and detailed accounts of department work, of the Manhattan Trade School for Girls, New York City, by the Director. This school the first of its kind in the United States, has served as an inspiration in the planning of numerous others.

APPRENTICESHIP AND CO-OPERATIVE.

Alexander, Magnus W.—

Apprenticeship system of the General Electric Co.

Phila. Am. Academy of Political & Social Science, Jan., 1909: pp. 141-150.

Origin, progress, and effect of the system. Excellent account.

Apprenticeship and Corporation Schools.

National Soc'y for the Promotion of Industrial Education. Bulletin 13, part 2, pp. 38. N. Y., July 1911.

How the Westinghouse Company trains its apprentices, by Tracy Lyon; "Educating apprentices on the Santa Fé," by F. W. Thomas, Supervisor of Apprentices; "A corporation apprenticeship school," by Samuel Hubbard, Supt. North End Union, Boston; "A Self time system of apprentice instruction," by Geo. C. Cotton, Solvay Process Co., discussion and summary.

Cross, C. W.—

Apprentice system on the N. Y. Central Lines.

Phila.: Annals of the Am. Academy of Political and Social Science. Jan. 1909: pp. 163-174.

Full description of the system, by the Superintendent of apprentices.

Franklin, H. H.—

Apprenticeship system.

N. Y.: Am. Machinist, May 19, 1910: pp. 935.

Franklin Mfg. Co., of Syracuse, N. Y. Brief course. Requirements for admission, rates of pay and course, both for text book and shop work.

Halsey, F. A.—

Successful system of apprenticeship features and results of the General Electric Company's plan of training machinists.

Jan. 6, 1910; pp. 1-6.

Logue, Chas. H.—

A successful apprenticeship system in a large plant.

N. Y.: Am. Machinist, April 21, 1910: pp. 723-4.

West'nghouse Companw of East Pittsburgh.

National Metal Trades Association—

Committee on Apprenticeship. Proceedings of the 13th annual convention. Report.

N. Y., April 1911: pp. 3549.

Value of apprenticeship systems; duty and interest of manufacturers in supplying good trade teachers, and making the period one of mental and moral growth for the boy. Model forms of apprenticeship contract and diploma as adapted in 1907, by the National Tool Builders Ass'n. Discussion by E. P. Bullard, Chairman of Committee, and others, pp. 50-52.

Sample, N. W.—

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Phila., Pa.: Am. Academy of Political & Social Science, Jan. 1909: pp. 175-177.

Wright, Carroll D.—

The apprenticeship system in its relation to industrial education.

Wash., D. C.: U. S. Bureau of Education. Bulletin 389, 1908: pp. 116.

Authoritative and comprehensive. Extent of apprenticeship system in Europe and America; the forms it takes in some thirty well known concerns, classified under three general types; general conclusions; list of references relating to educational practices, pp. 87-92, digest of apprentice laws in U. S. and excellent index.

CONTINUATION AND TRADES SCHOOLS

Broul, E. F.—

The Co-operative System of Industrial Education.

N. Y.: Engineering News, June 16, 1910: pp. 703-4.

Committee on Engineering College, continuation schools, and proposed development in industrial education in the public schools. Report made to annual meeting of Nat'l Ass'n of Manufacturers, May 1910.

Carmen, George N.—

Co-operation of school and shop of Chicago, in promoting industrial efficiency.

Chicago: No. 14 School Review, University. Feb. 1910: pp. 1908, 114.

How the Lewis Institute of Chicago has worked out a co-operative scheme for young apprentices.

Dean, A. D.—

Educational work for employed boys.

N. Y. Ass'n Boys, pub. by International Committee, Y. M. C. A. Ass'n, Feb., 1908: pp. 25-32.

Suggestive for organizers of evening classes.

Halsey, F. A.—

Co-operative education at Fitchburg.

N. Y.: Am. Machinist, Jan. 20, 1910: pp. 123-234.

High school work on the co-operation plan modelled after the University of Cincinnati method.

Hill, Robert T.—

Co-operative industrial training as a way to industrial efficiency.

Human Engineering, 1911. v. 1, no. 3, p. 165-170.

Good account of the activities and adaptability of the educational department of the Y. M. C. A. in co-operating with employers to furnish industrial training; by the educational Secretary.

Jones, Arthur T.—

The continuation school in the United States.

Wash., D. C., U. S. Bureau of Education. Bulletin 367, 1907: pp. 157.

Evening, correspondence, Christian Association, and special schools, with a survey of what England and the Continent are doing along the same lines. Bibliography.

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McCracken, Elizabeth—

Making the working girl a crafts woman.

N. Y.: Outlook, Dec. 22, 1906: pp. 1013-23.

Interesting popular account, illustrative of the work of the Manhattan Trade School for Girls, N. Y. City.

Schneider, Herman—

Development of the Cincinnati Co-operative system of Engineering.

N. Y.: Engineering News, 1910: pp. 177-78.

Principles and methods of the system, expounded by the Dean of the Engineering College.

Trade Education for Girls—**National Soc'y for the Promotion of Industrial Education.**

Bulletin 13, part 1, pp. 51, N. Y., July 1911: "The Needle Trades," by Dr. Susan M. Krugsbury, Woman's Educational and Industrial Union, Boston, Sec'y of Committee on Industrial Development, Boston Chamber of Commerce; "What the schools can do to train for work in department stores," by Mrs. Lucinda W. Prince, Director of Union School of Salesmanship, Boston; "What schools can do to train for needle trades," by Edith M. Howes, President Girl's Trade Education, Boston; "How the Manhattan Trade School for Girls meets trade demands," by Helen R. Hildreth, Acting Supt. Manhattan Trade School for Girls, N. Y. City; "New requirements made by the Trade Schools," Mrs. Woolman, Director Domestic Arts Dept., Teachers' College, N. Y. City; "Teachers for Trade Schools," by Sarah Louise Arnold, Dean of Simmons College, Boston; "What more can schools do to meet the new requirements?" by Florence M. Marshall, Director Industrial Training Dept., Women's Educational and Industrial Union, Boston.

Trebes, G. M.—**The factory school of Rochester, N. Y.**

State Branch Nat'l Soc'y for the promotion of industrial education.

Address at second Annual Convention, Rochester, N. Y., by Pres. of Board of Education, Rochester. See also circular. pub. Albany, April 1909. By the State Education Dept., Division of Trades Schools. The boys in this school are getting practical experience in wood working and electrical work by making furniture and installing wiring for the Rochester public schools.

LABOR BUREAUS AND EMPLOYMENT.

Gibben, L. G.—

Unemployment Insurance.

London: P. S. Kinney & Co., 1911: pp. 354.

A study of schemes of assisted insurance in Europe. The successful Ghent system. Discussion of the relations of employer, employed, and the state to such plans.

Holland, Joseph A.—

Labor Bureaus.

Proceedings 12th Annual Convention Nat'l Metal Trades Ass'n, April 1910:
pp. 117-124.

What the government labor bureaus do, and how they do it.

Mass. Statistics of Labor Bureau—

Employment Agencies.

Third and fourth annual reports in the state free employment office, 1909
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